

### **INFORMATION REGARDING STAFF COMPENSATION**

Pursuant to Tex. Gov't Code Ann. §659.026, the Texas State Board of Examiners of Psychologists hereby discloses the following information regarding staff compensation.

1.	Number of FTE <sup>1</sup> employees employed by the Board	<ul style="list-style-type: none"><li>• 13.5</li></ul>
2.	Amount of legislative appropriations for each fiscal year of the current biennium	<ul style="list-style-type: none"><li>• FY2014 - \$851,051</li><li>• FY2015 - \$844,651</li></ul>
3.	Methodology used to determine compensation of executive staff <sup>2</sup> , along with the name and position of the individual that selected the methodology	<ul style="list-style-type: none"><li>• The salary for the agency's Executive Director, which is a Group 1 Exempt Position, is set by the Board, either at or below the not-to-exceed-rate set out in the Board's bill pattern within the General Appropriations Act.</li><li>• The salaries for executive staff in classified positions are set by the Executive Director within the minimum and maximum salary range specified for the position in the State's Position Classification Plan. The State of Texas Position Classification Plan is designed to ensure that state employees are classified appropriately and consistently according to their education, work experience, skills, and work performed, and that the salary ranges for positions are competitive with similar positions in the public and private sector.</li><li>• Various factors are used to determine executive staff compensation, such as education, work experience, skills, work performed, longevity, efficiency, innovation, output, cooperative ability, etc. The agency also relies upon the regularly published SAO<sup>3</sup> reports regarding executive staff compensation, e.g. <i>Legislative Workforce Summary</i> and <i>Report on Executive Compensation at State Agencies</i>, when setting executive staff compensation.</li></ul>
4.	Executive staff eligibility for a salary supplement	<ul style="list-style-type: none"><li>• The agency's executive staff are not eligible for a salary supplement.</li></ul>

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<sup>1</sup> Full-time equivalent

<sup>2</sup> The term "executive staff" is defined by Tex. Gov't Code Ann. §659.026(a)(2).

<sup>3</sup> State Auditor's Office

5.	Market average for compensation of similar executive staff in private and public sectors <sup>4</sup>	<ul style="list-style-type: none"><li>• The market average for compensation of the Board’s Executive Director is \$102,074<sup>5</sup>.</li><li>• The market averages<sup>6</sup> for the following classified executive staff are:<ul style="list-style-type: none"><li>○ Executive Assistant II - \$58,158</li><li>○ General Counsel I – No recent analysis by SAO</li><li>○ Accountant VI - \$71,982</li><li>○ Investigator IV - \$51,903<sup>7</sup></li><li>○ Administrative Assistant IV - \$44,403</li></ul></li></ul>																																																												
6.	Average compensation paid to non-executive staff employees	<ul style="list-style-type: none"><li>• The average agency salary for non-executive staff is \$31,170.</li></ul>																																																												
7.	Percentage increase in compensation of executive staff for each of the five prior fiscal years, and the percentage increase in legislative appropriations for each of the five prior fiscal years.	<table><tr><td></td><td>Ex. Dir.</td><td>Ex. Asst. II</td><td>Gen. Counsel I</td><td>Accountant VI</td><td>Investigator IV</td><td>Admin. Asst. IV</td></tr><tr><td>FY2014</td><td>2.3%</td><td>1.1%</td><td>.8%</td><td>.9%</td><td>1.3%</td><td>8.2%</td></tr><tr><td>FY2013</td><td>(2%)</td><td>0%</td><td>(2.2%)</td><td>0%</td><td>0%</td><td>0%</td></tr><tr><td>FY2012</td><td>0%</td><td>0%</td><td>(2.7%)</td><td>0%</td><td>0%</td><td>0%</td></tr><tr><td>FY2011</td><td>0%</td><td>9.9%</td><td>(2.3%)</td><td>9.2%</td><td>12.6%</td><td>12.7%</td></tr><tr><td>FY2010</td><td>10%</td><td>0%</td><td>4.3%</td><td>0%</td><td>0%</td><td>0%</td></tr></table> <table><tr><td></td><td>Amount Appropriated</td><td>Percentage of Increase</td></tr><tr><td>FY2014</td><td>\$851,051</td><td>5.4%</td></tr><tr><td>FY2013</td><td>\$806,980</td><td>.6%</td></tr><tr><td>FY2012</td><td>\$801,780</td><td>(8.8%)</td></tr><tr><td>FY2011</td><td>\$879,604</td><td>(9.5%)</td></tr><tr><td>FY2010</td><td>\$972,374</td><td>26%</td></tr></table>		Ex. Dir.	Ex. Asst. II	Gen. Counsel I	Accountant VI	Investigator IV	Admin. Asst. IV	FY2014	2.3%	1.1%	.8%	.9%	1.3%	8.2%	FY2013	(2%)	0%	(2.2%)	0%	0%	0%	FY2012	0%	0%	(2.7%)	0%	0%	0%	FY2011	0%	9.9%	(2.3%)	9.2%	12.6%	12.7%	FY2010	10%	0%	4.3%	0%	0%	0%		Amount Appropriated	Percentage of Increase	FY2014	\$851,051	5.4%	FY2013	\$806,980	.6%	FY2012	\$801,780	(8.8%)	FY2011	\$879,604	(9.5%)	FY2010	\$972,374	26%
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<sup>4</sup> The Board does not receive funding to conduct its own analysis to determine market averages for executive staff compensation, thus the figures compiled herein represent those figures determined by the State Auditor's Office.

<sup>5</sup> SAO Report No. 14-705, A Report on Executive Compensation at State Agencies.

<sup>6</sup> Unless otherwise indicated, the market averages set out herein were taken directly from SAO Report No. 15-701, A Biennial Report on the State's Position Classification Plan for the 2016-2017 Biennium.

<sup>7</sup> SAO Report No. 10-708, A Biennial Report on the State's Position Classification Plan.